

*dr Anna Mazurkiewicz*<sup>1</sup> 

Department of Economics and Management  
Institute of Economics and Finance  
University of Rzeszów

## **Impact of COVID-19 pandemic on labour market situation of young people**

### INTRODUCTION

Any epidemic or pandemic will affect a number of aspects of human life and introduce changes in the working life of individuals. The world has been radically changed by the COVID-19 pandemic, which led to a global health crisis, but also an economic one, caused primarily by the imposed lockdowns (Kacperska, Kraciuk, 2021), which affected and are still affecting supply chains, the demand for labour and employment, and consequently increased unemployment (Przybytniowski, Grzebieniak, Pacholarz, 2021). The pandemic has caused effects not only of an economic nature but also of a psychological and social one.

This is especially relevant to the situation of young people – their mental health and psychological well-being (Akkaya-Kalayci et al., 2020; Cowie, Myers, 2021; Porter et al., 2021; Silva Junior et al., 2020), social life (McKinlay et al., 2022), lifestyle (Panarese, Azzarita, 2021), as well as their position as employees – young workers are among the groups that have been particularly negatively affected by the pandemic (Abraham et al., 2022; Radulescu et al., 2021; Raimo et al., 2021).

Young people make up a specific social group as they make the transition from the education system to working life. Significant changes occur at this stage of an individual's life, with challenges that include, in particular, searching for a job, clarifying their desired career path, and discovering the expectations placed upon them in their new, professional roles (Mackenzie Davey, Arnold, 2000). Taking up

---

<sup>1</sup> Correspondence address: Uniwersytet Rzeszowski, Instytut Ekonomii i Finansów, Zakład Ekonomiki i Zarządzania, ul. Ćwiklińskiej 2, 35-601 Rzeszów; e-mail: amazurkiewicz@ur.edu.pl.  
ORCID: 0000-0003-2764-284X.

the first permanent job affects the individual's further professional activity – their professional development, career, but also their personal development and family life (Wiatrowski, 2009). It is also important for an individual's entrepreneurship, their openness to new experiences and their ability to become self-employed (Bańka, 2007).

At the same time, it is emphasised that young people lack employability skills and are unprepared for the world of work, which is different from school (Leonard, Wilde, 2019). Less favourable values of employment and unemployment rates are recorded for young people than for other groups due to young people's lack of work experience, while unemployment, especially youth unemployment, is a central concern of the European Union (Jentsch, Schucksmith, 2004). In addition, their employment is usually under less favourable conditions. This difficult situation has been further exacerbated by the constraints of the COVID-19 pandemic.

As a result of the crisis caused by the pandemic, unemployment among young people has increased significantly, on-the-job training has been severely disrupted, and financial insecurity, housing instability and mental problems have become a cause of hardship for many representatives of the younger generation (*What have countries done...*, [http](#)). Although the pandemic affected the lives of young people most immediately after its announcement, they will suffer its consequences for a long time.

The purpose of the paper is to assess the impact of the COVID-19 pandemic on the situation of young people in the labour market.

Young people in developing economies with “flexible” labour markets have been adversely affected by the pandemic (*Preventing Exclusion...*, [http](#)). Although employment losses were a frequent consequence of the pandemic, it concerned primarily lower-paid sectors and occupations (Cortes, Forsythe, 2020). In addition, the consequences of the pandemic affected people identified as belonging to low social class to a greater extent than young people from the middle class (*What have countries done...*, [http](#)).

Hence, attention was focused in particular on Podkarpackie Province, which is one of Poland's peripheral regions (Żukowski, Chelminiak, 2014). It is characterised by an unfavourable situation in the labour market for employees, especially for young people. Compared to other regions in Poland, the province has a lower percentage of professionally active people, the lowest employment rate, a high unemployment rate, few job offers per 1,000 unemployed young people, and a low reported demand for specialists, which makes it impossible to use the potential of young people, who do not have specialist knowledge, qualifications and experience in a specific field (Mazurkiewicz, 2021). At the same time, the developing industrial sector (*Województwo podkarpackie*, [http](#)), and the creation and dynamic development of small- and medium-sized

enterprises are an advantage of the Podkarpackie labour market and enable the use of the available human potential. Despite these possibilities, the lack of stability of employment makes the consequences of the crisis particularly severe for young people, which is also reflected in their extremely pessimistic prospects for the future.

The presented conditions provide a premise for the hypothesis that the main consequence of the pandemic for young people in the Podkarpackie labour market was the loss of a job, followed by a reduction in salary.

Performing the above-stated assessment required an analysis of the literature on the consequences of the crisis for the labour market, with particular emphasis on the situation of young people, studies and reports presented on the websites of institutions dealing with the labour market, an analysis of the basic measures of the labour market using statistical data presented in regional, national and international databases (The Provincial Labour Office, The Central Statistical Office, and Eurostat). Research was also carried out using a survey questionnaire. The selection of the sample was intentional. Eighty young people (aged 18–29) from Podkarpackie Province participated in the survey.

Descriptive statistics were used to analyse the data obtained in the quantitative research, and graphs were used to visualise the data.

#### CONCEPT OF YOUNG PEOPLE

The concept of young people is a heterogeneous category. This problem translates into different definitions of age limits, which creates implications for further research. The International Labour Organization, when presenting statistics on the youth, refers to the age range of 15–24 (*Statistics...*, [http](#)), treating those aged 25 and over as adults. The data on the situation of young people in the labour market published by Eurostat include a group of 15–24-year-olds (referred to as youth), or more broadly, 15–29. Eurostat also sometimes includes people aged 30–34 in this group (*Participation of young people...*, [http](#)). Poland's Central Statistical Office defines this group as the population in the 15–34 age range. Such a broad range of age ranges results in heterogeneity and differentiation of the group not only by age but also by the level of education acquired, as well as continued education (*Participation of young people...*, [http](#)). Some young people become professionally active during school internships, some enter the labour market fully after completing vocational or high school, and some continue their education at university (*Wejście ludzi młodych...*, 2010). The limit up to the age of 25 applies especially to students, while the age of 25–29 applies to those in the labour force. On the other hand, in the statistics of district labour offices, the category of young people refers to those aged from 18

(the age of acquiring full legal capacity) to 30, with a group up to 25 also being singled out, which is related to the continuation of education. In this paper, it was assumed that young people belong to the 15–29 age group. Attention has been focused on them as a category of employment. It is emphasised that people aged 30 and over already constitute a market-strong category of workers and their situation in the labour market is more favourable than that of younger people (Pańków, 2012).

#### CONSEQUENCES OF THE PANDEMIC FOR THE LABOUR MARKET

The primary effect of the crisis observed in the labour market is an increase in unemployment, which is temporary (Rutkowski, 2020a). Unemployment is a phenomenon that alternately intensifies and weakens in Poland (Ślebarska, 2010), and its size depends on current events, such as crises.

Unemployment affects a number of aspects of human life; while it is possible to point out its positive aspects for an individual, such as more free time, stimulation of competition among job seekers, and the reorganisation of occupational choice, among others, negative consequences are more severe, and there are many more of them. A lack of a regular income or its significant reduction leads to a lower standard of living and the worsening of the material situation of the unemployed person and their family. There is also a depreciation of their long-term human capital. Work is also a source of well-being, and mental and social balance (Zdun et al., 2016). Unemployment results in the loss of an individual's social skills, causing them to become socially maladjusted (Bańka, 1992). A significant consequence of joblessness is degradation of the individual's social position, i.e. their social marginalisation. Further consequences include social tensions, conflicts and pathologies, moral-ethical damage, and threats to their physical and mental health. Unemployment, therefore, causes harm in many areas of human life – emotional, motivational, and cognitive (Czechowska-Bieluga et al., 2009; Winiarczyk, 2011). It becomes a particularly difficult experience at the initial stage of a career, as it affects its development (Barone, Schizzerotto, 2011). Remaining unemployed for a long period of time leads to the deepening of the identified consequences, further perpetuating them. A young person who remains unemployed and does not find work within 3 years, and an adult within 5 years, becomes incapable of looking for work (Domańska, Niedzielski, 2005). Hence, the unemployment of young people and their entry into the labour market during the crisis becomes an important issue.

Unemployment, especially long-term, is one of the prerequisites for inclusion in the NEET (*not in employment, education or training*) group – people who are not active in the labour market and are not participating in formal education

or training to improve their professional skills. Other factors that increase the chances of becoming NEET include individual reasons related to, among others, a low level of education of both the young person and their parents (*Wsparcie młodych osób...*, [http](#)), living in peripheral regions (Saczyńska-Sokół, Łojko, 2016), coming from an immigrant background or having health problems (*Wsparcie młodych osób...*, [http](#)). This is followed by gender – the NEET phenomenon affects women more than men (Rollnik-Sadowska et al., 2016), addiction problems, low level of social competence, negative attitudes towards work, lack of readiness to move, low motivation, aggressive behaviour, criminal experiences, a difficult family situation, and early parenthood (*Wsparcie młodych osób...*, [http](#)). Institutional and cultural risk factors for inclusion in the NEET group include (*Wsparcie młodych osób...*, [http](#)): segmentation of the labour market and its inflexibility, as well as the mismatch between the education system and labour market requirements.

The crisis caused many young people to lose their jobs or the opportunity to work; in the case of the pandemic, this applies to the lockdown period, the holiday season, or the time afterwards, especially for students taking jobs for the duration of the academic year. The available work is then limited to working in services, such as sales, telecommunications, IT or as bike and scooter couriers (Rutkowski, 2020b).

Their lack of experience, specialised knowledge (Braziene et al., 2014) and general skills (Bell, Blanchflower, 2011a) make young people less attractive employees than more experienced ones, and their position in the labour market is weaker. In addition, their employment means large costs for the employer to prepare them for their tasks, and is associated with relatively easy dismissal should financial difficulties arise (Bell, Blanchflower, 2011b). Hence, they are often employed under unfavourable conditions (*Europejski semestr...*, [http](#)), and based on temporary contracts or civil contracts. At the same time, the difficult labour market situation is leading to increased employment flexibility. Many advantages of flexible forms of employment have been pointed out, both for the employer (such as a reduction of labour costs and better use of the potential of their employees) and for the employee (including an increase in employment opportunities, maintaining contact with the labour market, especially by the long-term unemployed, and gaining professional experience for those entering the labour market) (Kalinowska et al., 2016). However, such solutions carry many risks, especially for young people, such as:

- the trap effect of repeated short-term jobs, also making it more difficult to transition from temporary contracts to permanent employment (Kiersztyn, 2021),
- lower wages (wage discrimination), fewer opportunities for advancement, longer working hours (night and weekend work), and greater stress – physical

- and mental workload – compared to permanent employment (Lewandowski, Góra, Lis, 2017),
- in the case of contracts other than based on the employment relationship – the lack of legal protection related to remuneration, the need to acquire the necessary skills on one's own, a lack of certainty of continuity of work, and an inability to exercise employee rights (Kalinowska et al., 2016),
  - delaying procreation plans, lower fertility rates and poorer mental health of women entering into fixed-term contracts (Auer, Danzer, 2015).

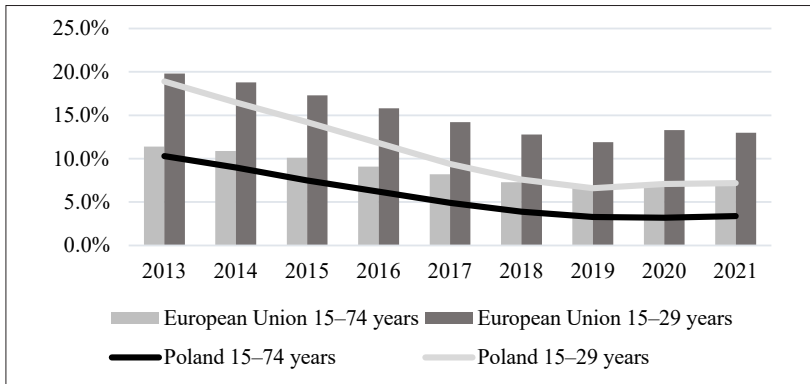
Young learners are also in a difficult situation. Disrupting the process of traditional learning for a long period can further lower educational aspirations, and reluctance or difficulties in participating in remote activities, and a lack of or limited support can lead to dropping out of school (*What have countries done...*, [http](#)), which will later translate into reduced labour market opportunities.

These issues are relevant to the new challenges (Sefton-Green et al., 2020) and uncertain future that is troubling young people's transition into workforce and has deep implications for them (Black, Walsh, 2019). New circumstances were created by the COVID-19 pandemic.

#### THE IMPACT OF THE PANDEMIC ON THE SITUATION OF YOUNG PEOPLE IN THE LABOUR MARKET

The analysis of the labour market situation during the pandemic period took into account the development of the unemployment rate, the share of NEETs, and temporary employment contracts.

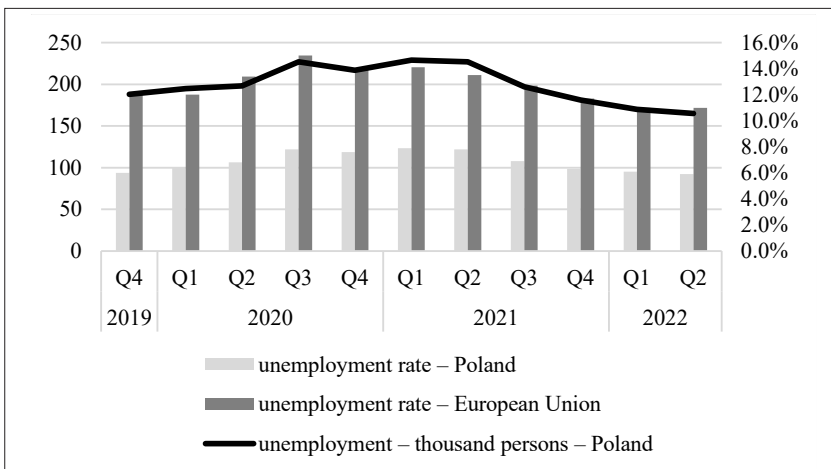
The situation in Poland in terms of unemployment was much more favourable than in the European Union until the beginning of 2020. Since the end of the previous crisis, there had been a decline in the unemployment rate since 2013 (Figure 1), which was 4.7 p.p. in the 15–74 age group by 2019 in the European Union countries (from 11.4% to 6.7%), while in Poland it was much higher at 7.0 p.p. (from 10.3% to 3.3%). Changes also affected those aged 15–29, with this group experiencing significantly higher unemployment – the average unemployment rate in the EU fell by 7.9 p.p. and 12.3 p.p. in Poland, amounting to 11.9% and 6.6%, respectively, in 2019. This trend was interrupted by the COVID-19 pandemic. In 2020, youth unemployment rate increased by an average of 1.4 p.p. in the EU, and 0.5 p.p. in Poland. In the following year, the trend continued in Poland – the unemployment rate for the analysed group increased slightly to 7.2%, while in the EU it fell by 0.3 p.p. on average and amounted to 13%, which is significantly higher than the unemployment rate obtained for the population aged 15–74 (amounting to 3.4% in Poland and 7.0% in the EU, in 2021).



**Figure 1. Unemployment rates in European Union and Poland**

Source: own research based on Eurostat database.

A detailed analysis of the impact of the pandemic on young people shows that in Poland, there was already an increase in the number of young unemployed people in the second quarter of 2020 – from 195,000 to 198,000, and in the next quarter, the increase was higher at almost 15% – to 227,000 people (Figure 2). A year later, the number of young unemployed was less than 200,000, and since then it has been steadily declining. The same changes apply to the unemployment rates both in Poland and the average of the EU countries – after an initial increase, which was particularly large in the third quarter of 2020, there was a decline. The year 2022 is associated with a stabilisation of the unemployment rate among young people, reaching values even lower than before the pandemic.



**Figure 2. Quarterly unemployment in European Union and Poland (from 15 to 29 years of age)**

Source: own research based on Eurostat.

Despite the negative changes, the situation in Poland is more favourable than that of most EU countries, which is presented in Figure 3.

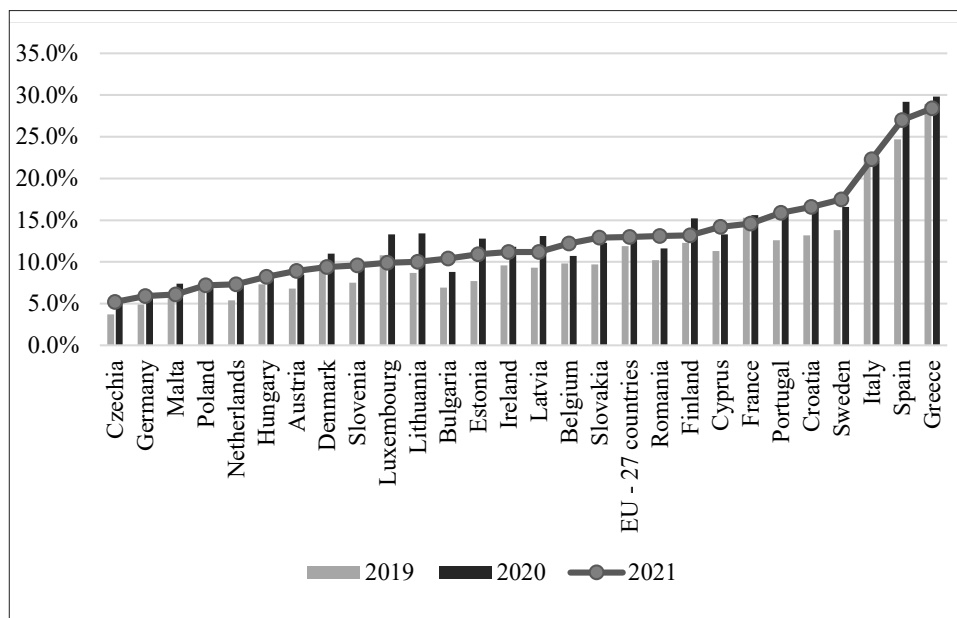


Figure 3. Unemployment rate (from 15 to 29 years of age) in European Union countries

Source: own research based on Eurostat.

The share of young NEETs in the European Union has been steadily declining since the second quarter of 2020, when it reached 15% – the highest during the pandemic (Figure 4). It currently stands at 12.1%, which is lower than in the last quarter of 2019 (12.9%). Such changes are not observed in Poland – the share of young NEETs is currently, despite a decline in 2021, still higher than in late 2019 (12.9% vs. 12.2%) and early 2020 (12.6%); it is also higher than in the European Union.

These changes provide grounds for believing that young people in Poland were more strongly affected by the pandemic, one of the factors contributing to the inclusion of NEETs. However, it exacerbated the impact of other factors contributing to remaining NEET, including living in peripheral regions, which include almost all of Poland (Owczarczuk, 2010), which increases the likelihood of entering this group by 150% (Saczyńska-Sokół, Łojko, 2016). Another key factor is gender – more women than men belong to the NEET group, regardless of the macroeconomic conditions.



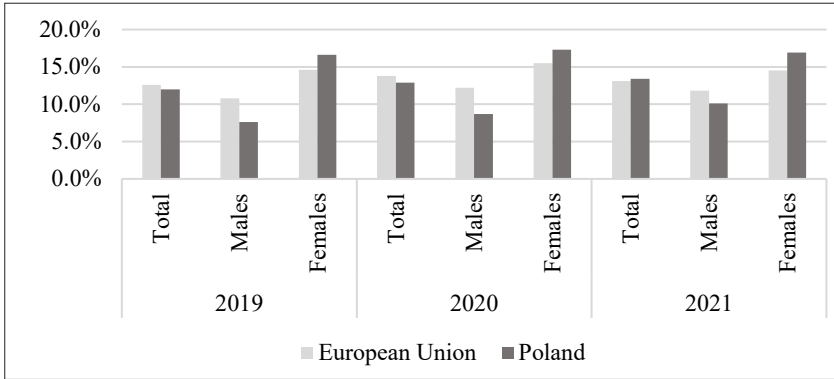


Figure 4. NEET rates (from 15 to 29 years of age) by sex in European Union and Poland

Source: own research based on Eurostat.

Unfavourable changes in Poland as compared to other EU Member States are presented in Figure 5.

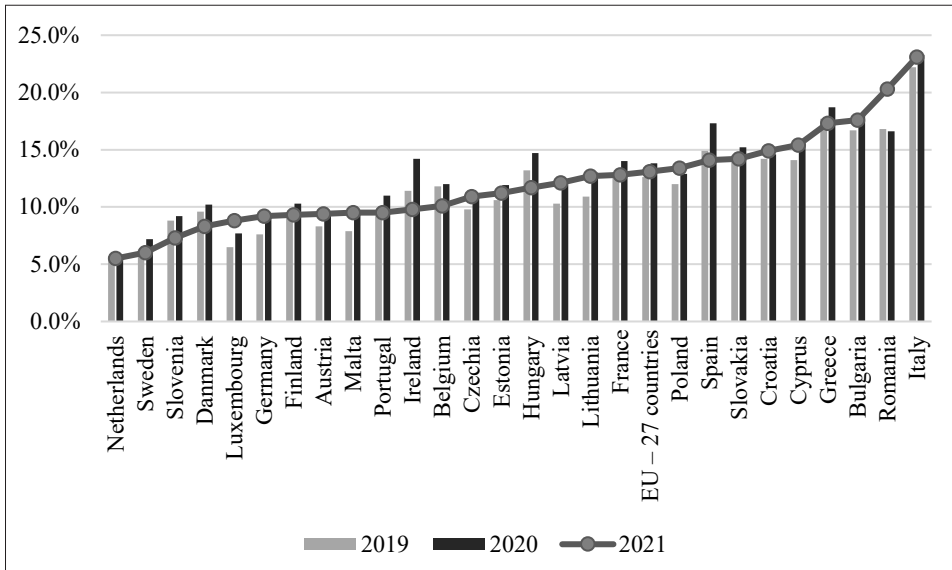


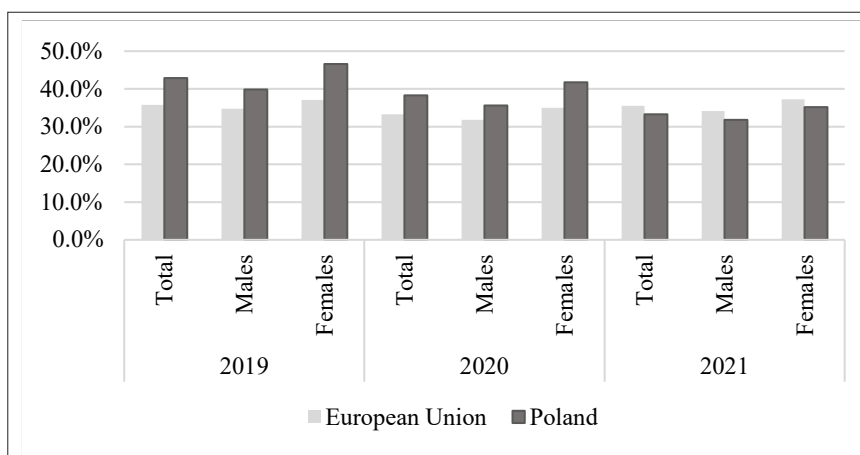
Figure 5. NEET rates (from 15 to 29 years of age) in European Union countries

Source: own research based on Eurostat.

In Poland, the percentage of workers with temporary contracts in 2021 was above the EU average, at 14.8% vs. 14.1% for the EU countries, but has been steadily declining since 2014, when it was almost twice as high as the EU average (28.3% vs. 15.2%).

The importance of temporary employment is greater in younger age groups – on average, about half of people in Poland aged 15–24 have temporary contracts, more than 20% of workers aged 25–34, one in eight workers aged 35–44 and, on average, one in nine workers aged 50–64.

In the 15–29 age group, the percentage of people with temporary contracts in Poland was higher than in the European Union in 2019, at 42.9%, 7.1 p.p. higher than the EU average (Figure 6). In the subsequent years, it fell in both cases, with Poland falling faster – in 2021 it was 33.3%, 2.2 p.p. lower than in the EU. It should be emphasised that temporary employment affects women more than men. The need to care for dependants (the elderly and children) should be emphasised as a reason for women’s lower labour force participation, which was especially true during the pandemic period.



**Figure 6. Temporary employees (from 15 to 29 years of age) by sex in European Union and Poland**

Source: own research based on Eurostat.

The percentage of young people with temporary contracts in the EU countries is presented in Figure 7.

Among the reasons for temporary employment, the young respondents participating in survey conducted by Eurostat<sup>2</sup> primarily cited the inability to find permanent employment (32.3%). However, more than 22% of the young people did not feel the need to enter permanent employment, and one in five indicated

<sup>2</sup> The results of research conducted by Eurostat concern 2021 and a group of young people (15–29 years old). The results are part of the European Union Labour Force Survey (EU-LFS), which is conducted on a large sample of private households in EU Member States. The data in Poland were collected mainly with the use of telephone interviews (CATI method) and face-to-face interviews (CAPI method) (See: *Employment and unemployment...*, [http](http://)).

probationary employment. Among other reasons declared were the availability of a specific job solely based on a temporary contract (13.2%) and the need to reconcile work and study (11.7%).

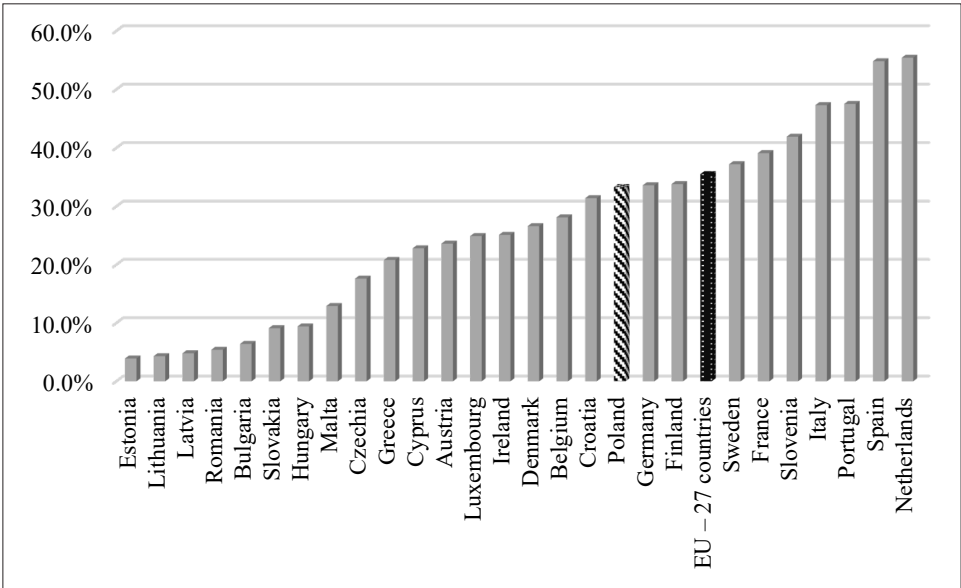


Figure 7. Temporary employees (from 15 to 29 years of age) in European Union countries

Source: own research based on Eurostat.

#### LABOUR MARKET IN THE COVID-19 PANDEMIC – THE PERSPECTIVE OF YOUNG RESIDENTS OF PODKARPACKIE PROVINCE

Podkarpackie Province is characterised by a low level of economic development in relation to other provinces and EU regions – it ranked 15th (out of 16) among provinces in terms of gross domestic product per capita, which in 2020 amounted to PLN 41,937 (GDP per inhabitant, properly converted, amounted to EUR 9,400 compared to the average for Poland and EUR 13,700 and the EU amounting to EUR 29,900), and last in terms of average gross monthly salary in the national economy, which in 2020 amounted to PLN 4707.81 and accounted for 85.2 percent of the national average. The province is characterised by the lowest share of population living in cities (41.4 percent of the population), resulting in a low urbanisation rate (10th place in the provincial ranking) (*Analiza sytuacji...*, 2021; *Analiza sytuacji...*, 2022, http).

The pandemic in Podkarpackie Province reduced industrial and service activities to the greatest extent. The largest number of unemployed people

registered at the end of 2020 previously worked in industrial processing plants and trade establishments – industrial workers and craftspeople, as well as service and sales workers accounted for almost half of the unemployed – 25.4% and 21.2%, respectively. Many young people find employment in trade and services. These people constituted the second largest group of the unemployed, behind the long-term unemployed. Although their share of the total unemployed fell by 0.3 p.p. in 2020 to 28.1%, their number increased by 3156 people – to 24,558, 56% of whom were women (*Analiza sytuacji...*, 2021).

The pandemic also affected the increase in the share of young people in the NEET group; like for the whole of Poland, the increase in Podkarpackie Province affected both men (from 9.6% in 2019 to 10.6% in 2020 and 12.4% in 2021) and women (20.9%, 21.8% and 22.1%, respectively). In 2021, 17.1% of young people constituted the NEET group, which is 3.7 p.p. higher than the average in Poland and 4.0 p.p. higher than in the European Union. Living in Podkarpackie Province, as a peripheral region, contributes to inclusion in the NEET group.

To verify the hypothesis, a survey was conducted from August to October 2022 at the Department of Economics and Management of the Institute of Economics and Finance at the University of Rzeszów. The aim of the survey was to assess the impact of the pandemic on the situation of young people in the Podkarpackie labour market.

The survey questionnaire, on the basis of which the study was conducted, contained twenty single- and multiple-choice questions concerning the situation of young people in the labour market during the pandemic, the changes made to employers and their opinions on changes in the labour market (Pietranowicz, 2022). To achieve the stated goal, this paper will present selected results.

Eighty young people participated in the study. The characteristics of the research sample are presented in Table 1.

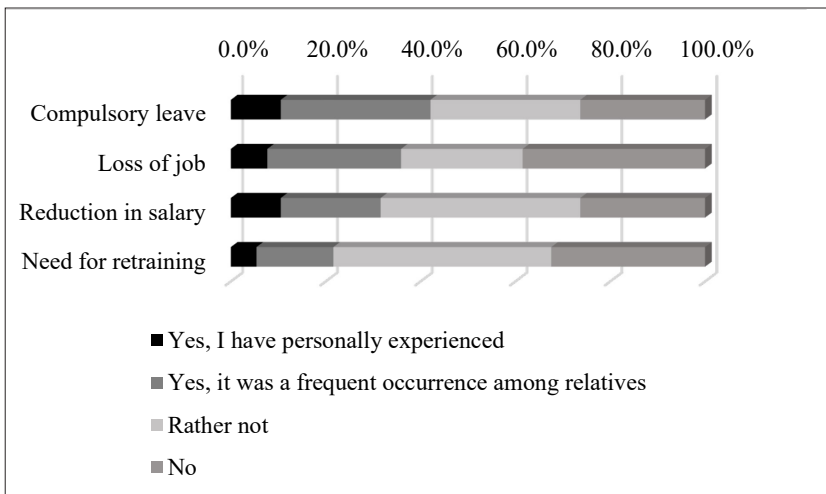
**Table 1. Study group structure**

Criteria	Structure
1	2
Sex	Male – 33% Female – 67%
Age	18–24 – 57.5% 25–29 – 42.5%
Employment	Employed – 85% Unemployed – 15%
Education	University – 92.5% Secondary – 7.5% Elementary – 0%

1	2
Place of residence	Urban area up to 50K residents – 10% Urban area up 50K–100K residents – 5% Urban area over to 100K residents – 32.5% Rural areas – 52.5%

Source: own research.

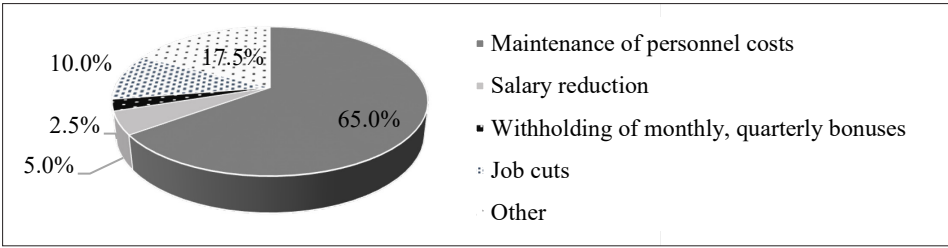
The study found that young people experienced the consequences of the pandemic to a negligible extent personally; they were far more likely to indicate such experiences among relatives (Figure 8). The largest number of respondents experienced forced leave and/or a reduction in salary (10.5% of responses each), one in 13 people lost their jobs, and for 5%, retraining was necessary. Most of the respondents did not experience the indicated consequences, nor did their loved ones.



**Figure 8. Consequences of the pandemic as experienced by respondents**

Source: own research.

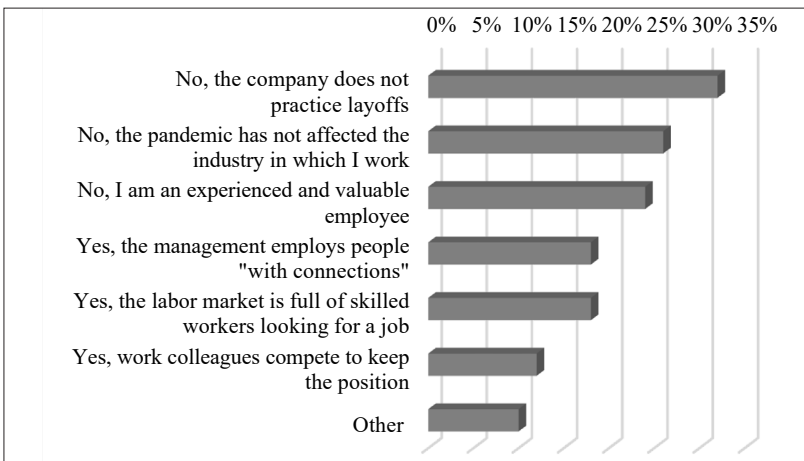
The changes experienced by respondents as a result of the pandemic are reflected in their household budgets. Nearly two-thirds of them said they had not felt any financial changes in their lives, as the employer who employed them had not reduced spending on workers' salaries (Figure 9). This may also be because the salaries of young people are mostly not high – they often receive the lowest national salaries, hence the inability to reduce them. Half of those who had felt the financial consequences of the pandemic did so due to job cuts (10%), salary reductions (5%) or withholding of bonuses (2.5%). The remainder (17.5%) did not indicate specific changes or reasons for them.



**Figure 9. Financial changes caused by the COVID-19 pandemic**

Source: own research.

Young people confirmed their favourable situation by answering a question about competition in the labour market related to job cuts. Nearly one in three respondents said that there were no layoffs at their employer, and ¼ of the respondents worked in industries where operations had not been suspended. Almost as many saw themselves as experienced and valuable employees, which is due to a large diversity of the surveyed group, which includes both learners and those with several or even more years of work experience. A large proportion of the respondents were not worried about their jobs, but some of them confirmed the existence of competition, which is mainly related to the awareness of their lower value as an employee, since, as indicated, jobs are sought by many valuable, skilled workers (18% of responses) (Figure 10). In addition, employers do not always use objective criteria in the selection process of job candidates (18% of responses). Another factor contributing to job anxiety was competition within the organisation (12% of responses).

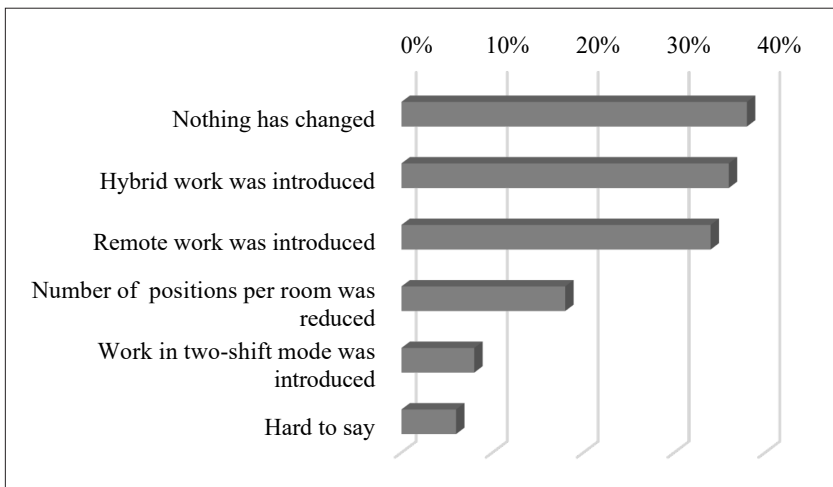


**Figure 10. Respondents' sense of competition related to job reductions**

The number of responses does not add up to 100% as the respondents could select multiple answers.

Source: own research.

Another consequence of the pandemic was employers implementing many organisational changes. A large number of respondents (38%) said that no changes had been implemented, while 6% had no knowledge of this, which may be due to their finding employment after the introduction of restrictions (Figure 11). Many respondents mentioned that hybrid (36% of responses) or remote (34% of responses) work was introduced. A less common solution was to work in a two-shift mode (8% of responses). In the case of in-person work, employers took care to maintain social distance and, due to this necessity, the number of positions in one room was reduced (18% of responses).



**Figure 11. Organisational changes at the respondents' companies in connection with the pandemic**

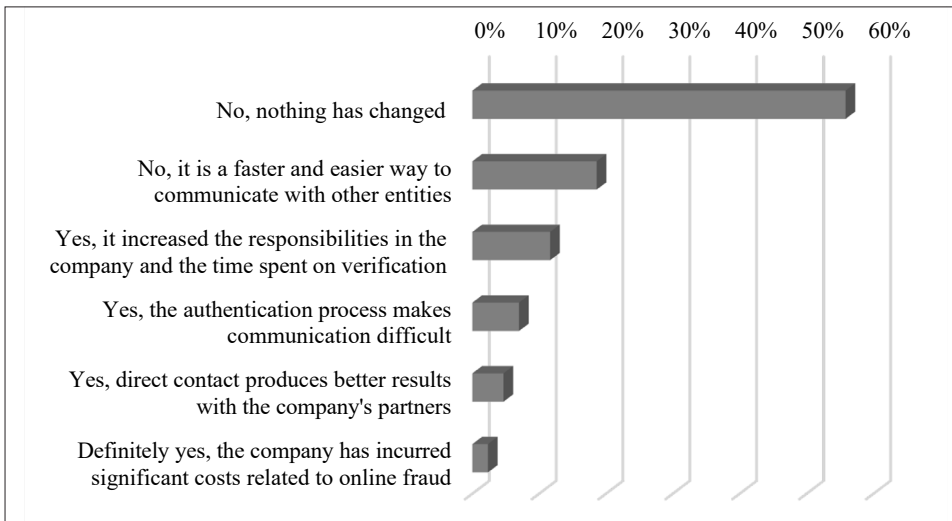
The number of responses does not add up to 100% as the respondents could select multiple answers.

Source: own research.

A corollary of the improvements of an organisational nature, and often a necessity, was the introduction of new solutions – systems that required employees to acquire additional or develop their existing skills. Due to the insignificant changes implemented at most of the respondents' companies, almost half of those surveyed (48%) said that no new solutions requiring new qualifications had been implemented at the company. Only 2% of those participating in the survey confirmed that such solutions had been implemented throughout the company, and 22% in selected departments.

The organisation and performance of the respondents were also affected by new solutions, in the form of an e-signature or trusted profile, among others, as well as on the issue of less reliable identity verification. More than half of the respondents (55.8%) said that such solutions had not been implemented at

their workplace. In the opinion of almost 20% of the respondents, the indicated solutions have improved their work, as they provide a faster and easier method of communication with other entities than before (i.e., direct) (Figure 12). The remaining respondents perceived the introduced changes as a hindrance to their professional duties – for 12%, they increased the scope of duties and the time spent on necessary verification, according to 7%, the authentication process hindered communication, and in the opinion of almost 5%, direct contact produced more favourable results from cooperation with the company's partners. 2% of the respondents stressed that the employer did not protect itself from online fraud, and suffered losses as a result.



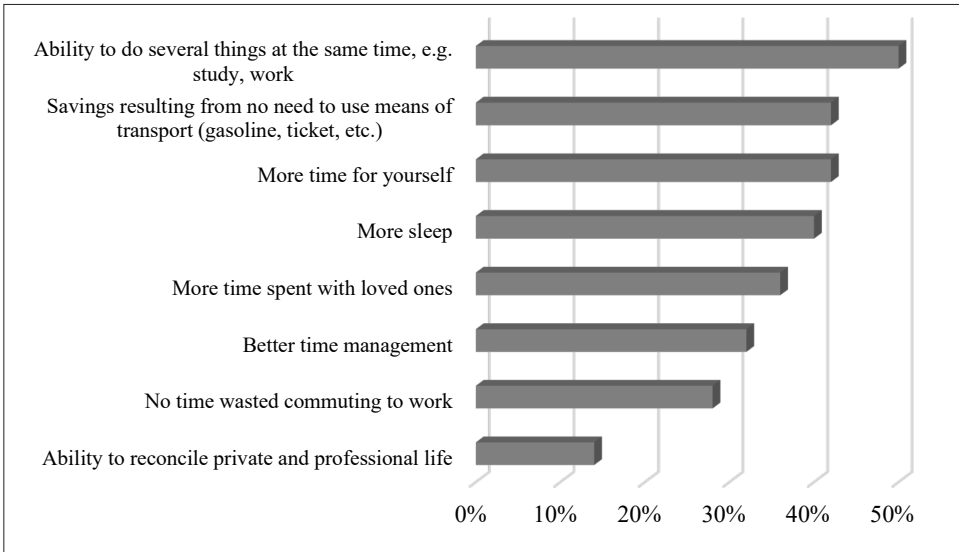
**Figure 12. Impact of new obstacles (electronic signature, trusted profile, reduced credibility of identity verification, etc.) on work**

Source: own research.

Young people were also asked about the effects of the pandemic that they felt could be described as “positive”. The respondents said that the pandemic, and the consequential lockdown, allowed them to pursue several issues at the same time, such as working and studying (50%). It should be emphasised that the new work organisation did not provide a rationale for reconciling their professional and personal life – only one in seven respondents pointed to opportunities in this regard. To a large proportion of respondents (42%), the pandemic enabled savings due to the absence of the need to pay for both public and private transportation (ticket costs, fuel expenses, etc.). The same percentage of young people confirmed that they had more time for themselves, which does not mean that this time is better organised – such an answer was given by only 32% of the respondents.



Young people used the “saved” time to sleep longer (40%), they also devoted it to their loved ones (36%) (Figure 13).



**Figure 13. Positive effects of the pandemic in the opinion of respondents**

Source: own research.

## ANALYSIS AND DISCUSSIONS

The effects of macroeconomic conditions, such as pandemic-related constraints, among others, are particularly severe for young people (Bell, Blanchflower, 2011b; Blanchflower, Oswald, 2011) as this group is more vulnerable to negative changes in the labour market (Koptiew, 2014).

Indeed, some industries are attractive to them because of the type of work they perform and the competence requirements. The share of young people in these is higher than that of older people, and this applies to activities such as hotel services, catering and trade, among others (*“Pokolenie Lockdown”...*, <http://>), unlike, for example, in education or public administration (Grotti et al., 2019). Industries that employ young people, in particular, have been particularly hard-hit by pandemic-related constraints. The crisis caused by COVID-19 also significantly affected their employment opportunities – the increase in the number of young unemployed as soon as the first quarter of 2020 shows that many of them lost their jobs after the pandemic was declared. In addition, more people entering the labour market contributed to an increase in unemployment in the age group studied, exacerbating the trend.

In addition, due to their lack of experience, expertise, and skills, the employment of young people is often provided on unfavourable terms. It is also easier to terminate their employment, which was the case during the pandemic – there was then a decline in the share of people employed with temporary contracts. As PEI (Polish Economic Institute) calculates, with the decrease in the number of people insured under employment contracts and civil law contracts, the number of people insured under self-employment increased, which may indicate a flow of people into the self-employment zone (Sawulski, 2020).

At the same time, the results of surveys conducted in Podkarpackie Province prove that young people have not been significantly affected by the negative consequences of the pandemic. First of all, most of the respondents did not lose their jobs or were not forced to change them. The employers of many of them also did not reduce personnel costs, did not introduce new systems requiring adaptation in the form of training, among other things. This resulted in the maintenance of the current standard of living for most of the respondents. These observations do not confirm the proposed hypothesis, which may be due to the fact that some of the respondents were employed in sectors that did not experience the negative effects of the pandemic. Some respondents have professional experience, despite their young age, and describe themselves as valuable employees.

Some of the respondents adapted relatively easily to the new situation and solutions implemented by their employers. However, for most of those whose employers implemented new solutions, they were a hindrance.

It should be emphasised that the organisational changes introduced in many enterprises during the pandemic, the development of innovative platforms and advanced digital solutions, are based on flexibility, which is the basic advantage of the sharing economy. Flexible working also allows for better use of employees' potential (Kelliher, Menezes, 2019), providing a way for companies to achieve a competitive advantage. The sharing economy allows companies to reduce costs (Munger, 2018; Munger, 2021) and create a new way of organising business activity, replacing traditional solutions.

The younger population is more likely to use IT tools (Vinod, Sharma, 2021), but flexibility, although important, is not the main positive characteristic of their employment (*Young people's experiences...*, http).

Young people affected by the pandemic are aware of their value in the labour market. Their experience makes them see themselves as valuable, while a lack of experience shapes the awareness of their lack of qualifications.

According to the respondents, the pandemic has also produced positive effects consisting primarily of improving the efficiency of performing one's own duties (not only professional), focusing more on one's needs and spending time together with loved ones. It also produced savings of a financial nature.

However, it should be noted that the notion “positive” applies to short term effects, since one consequence of social isolation is the deterioration of young people’s mental health. Hence, the solutions presented generate benefits for both employees and employers, primarily in terms of optimising or saving time and costs. However, in the long run, especially for young people, they pose a major threat affecting their professional and private lives. Indeed, those entering the labour market during the pandemic will incur significant costs of this situation, both short- and long-term. Primary among these is an increase in unemployment, which affects wages, as well as an increase in mental health expenses. Global short-term costs are estimated to total \$1.7 trillion, including \$407 billion in mental health expenses and \$1,294 billion in lost wages. In the long term, the cost of the pandemic will be \$44 trillion, determined primarily by a reduction in education during the pandemic, as well as an increase in permanent unemployment caused by the crisis. As a result, the future earnings of those entering the labour market at that time will be reduced – those currently in education by 6.2%, and young people currently in the workforce by 4% (Kutwa, 2021). The difficulties experienced by those entering the labour market during the crisis result in significantly lower earnings for up to 15 years (Schwandt, von Wachter, [http](#)).

It is emphasised that young people are likely to find employment more quickly in lower-paid, lower-skilled occupations where there is less competition from older workers (Grotti, Russell, O’Reilly, 2019). It should be concluded that the pandemic crisis has exacerbated career insecurity in its early stages (O’Reilly et al., 2019).

The limitation of the study is the analysis of a non-representative sample of the population, as well as the fact that it does not have a directly comparable base value in the sample for the data analysed before COVID-19.

The obtained results cannot be generalised to the whole population. The respondents’ answers are influenced by the cultural, social and economic conditions of young people, which were not taken into account in the study.

Further studies are needed to examine this topic.

## CONCLUSIONS

The considerations carried out show that young people were strongly affected by the COVID-19 pandemic, especially immediately after its announcement. In particular, the pandemic affected an increase in unemployment among this group. Moreover, looking for a job – often for the first time – at a time of limited job vacancies and strong competition from experienced workers further hinders labour force participation.

The pandemic has exacerbated existing crises affecting young people. Even before the outbreak of the pandemic, many young people were not working, not in education or training (NEET), and this group increased after the announcement of the restrictions. This results in a problem for young people to determine their future life and career path. The crisis caused by the pandemic has limited their opportunities for professional development, and for gaining attractive employment. The pandemic will have a long-term negative impact on the professional situation of young people, and on their personal and family life.

#### BIBLIOGRAPHY

- Abraham, R., Basole, A., Kesar, S. (2022). Down and out? The gendered impact of the Covid-19 pandemic on India's labour market. *Economia Politica*, 39(1), 101–128. DOI: 10.1007/s40888-021-00234-8.
- Akkaya-Kalayci, T., Kothgassner, O.D., Wenzel, T., Goreis, A., Chen, A., Ceri, V., Özlü-Erkilic, Z. (2020). The Impact of the COVID-19 Pandemic on Mental Health and Psychological Well-Being of Young People Living in Austria and Turkey: A Multicenter Study. *International Journal of Environmental Research and Public Health*, 17(23), 9111. DOI: 10.3390/ijerph17239111.
- Analiza sytuacji na rynku pracy w województwie podkarpackim w 2020 roku. (2021). Rzeszów: WUP w Rzeszowie.
- Analiza sytuacji na rynku pracy w województwie podkarpackim w I półroczu 2022 roku. (2022). Rzeszów: WUP w Rzeszowie.
- Auer, W., Danzer, N. (2015). Uncertainty in the labour market: How does fixed-term employment affect fertility and mental health of the young generation? *IBS Working Paper*, 06, 1–48. Retrieved from: <https://ibs.org.pl/publications/niepewnosc-na-ryнку-pracy-jak-umowa-na-czas-okreslony-wplywa-na-dzietnosc-i-zdrowie-psy-chiczne-mlodego-pokolenia/> (2022.07.28).
- Bańka, A. (1992). *Bezrobocie. Podręcznik Pomocy Psychologicznej*. Poznań: Wydawnictwo PRINT-B.
- Bańka, A. (2007). Poradnictwo zawodowe w kształtowaniu przedsiębiorczości, kapitału kariery oraz zdolności zatrudnieniowej młodzieży. In: A. Biela (ed.), *Nauka pracy, doradztwo zawodowe i przedsiębiorczość młodzieży* (pp. 52–64). Warszawa: Kancelaria Senatu.
- Barone, C., Schizzerotto, A. (2011). Career mobility, education and intergenerational reproduction in five European societies. *European Societies*, 13(1), 331–346. DOI:10.1080/14616696.2011.568248.
- Bell, D.N.F., Blanchflower, D.G. (2011a). Young People and the Great Recession. *Oxford Review of Economic Policy*, 27, 241–267. DOI: 10.1093/oxrep/grr011.
- Bell, D.N.F., Blanchflower, D.G. (2011b). Youth unemployment in Europe and the United States. *Nordic Economic Policy Review*, 1, 11–37.
- Black, R., Walsh, L. (2019). *Imagining Youth Futures: University Students in Post-Truth Times*. Singapore: Springer.

- Blanchflower, D.G., Oswald, A.J. (2011). International Happiness: A New View on the Measure of Performance. *Academy of Management Perspectives*, 25(1), 6–22. DOI: 10.5465/AMP.2011.59198445.
- Braziene, R., Merkys, G., Mikutaviciene, I. (2014). Employers' Expectations and Young Workers Selection Criteria in Lithuania. *Social Sciences*, 4(86), 62–69. DOI: 10.5755/j01.ss.86.4.9226.
- Cortes, G.M., Forsythe, E. (2020). The Heterogeneous Labor Market Impacts of the Covid-19 Pandemic. *Upjohn Institute Working Paper, 20-327*, 1–37. DOI: 10.17848/wp20-327.
- Cowie, H., Myers, C.A. (2021). The impact of the COVID-19 pandemic on the mental health and well-being of children and young people. *Children & Society*, 35(1), 62–74. DOI: 10.1111/chso.12430.
- Czechowska-Bieluga, M., Kanios, A., Sarzyńska, E. (2009). *Profile kompetencji społecznych osób pracujących i bezrobotnych*. Lublin: Wydawnictwo UMCS.
- Domańska, L., Niedzielski, E. (2005). Bezrobocie a rozwój gospodarczy. *Polityka Społeczna*, 5-6, 15–18.
- Employment and unemployment (Labour force survey) (employ). Retrieved from: [https://ec.europa.eu/eurostat/cache/metadata/EN/employ\\_esqrs\\_pl.htm](https://ec.europa.eu/eurostat/cache/metadata/EN/employ_esqrs_pl.htm) (2023.01.16).
- Europejski semestr – zestawienie informacji tematycznych. Zatrudnienie ludzi młodych. Retrieved from: [https://ec.europa.eu/info/sites/info/files/file\\_import/european-semester-thematic-factsheet-youth-employment\\_pl.pdf](https://ec.europa.eu/info/sites/info/files/file_import/european-semester-thematic-factsheet-youth-employment_pl.pdf) (2021.10.05).
- Grotti, R., Russell, H., O'Reilly, J. (2019). Where do young people work? In: J. O'Reilly, J. Leschke, R. Ortlieb, M. Seeleib-Kaiser, P. Villa (eds.), *Youth Labor in Transition: Inequalities, Mobility, and Policies in Europe* (pp. 33–70). New York: Oxford University Press. DOI: 10.1093/oso/9780190864798.003.0002.
- Jentsch, B., Schucksmith, M. (2004). *Young People in Rural Areas of Europe (Perspectives on Rural Policy and Planning)*. London-New York: Routledge.
- Kacperska, E., Kraciuk, J. (2021). The Effect of COVID-19 Pandemic on the Stock Market of Agri-food Companies in Poland. *European Research Studies Journal*, 24(2), 274–290. DOI: 10.35808/ersj/2428.
- Kalinowska, I., Kujarczyk, B., Mańturz, M., Świercz, B. (2016). *Elastyczne formy zatrudnienia*. Warszawa: Wojewódzki Urząd Pracy w Warszawie.
- Kelliher, C., Menezes, L.M.de. (2019). *Flexible Working in Organisations: A Research Overview*. Oxon-New York: Routledge.
- Kiersztyn, A. (2021). Who moves from fixed-term to open-ended contracts? Youth employment transitions in a segmented labour market. *Acta Sociologica*, 64(2), 198–214. DOI: 10.1177/0001699320920910.
- Koptiew, D. (2014). Sytuacja grup defaworyzowanych na rynku pracy w Polsce – osoby młode versus osoby starsze. *Przedsiębiorczość i Zarządzanie*, 15, 233–247.
- Kutwa, K. (2021). *Corona Generation. Growing Up in a Pandemic*. Warsaw: Polish Economic Institute.
- Leonard, P., Wilde, R. (2019). *Getting In and Getting On in the Youth Labour Market: Governing Young People's Employability in Regional Context*. Bristol: Bristol University Press.

- Lewandowski, P., Góra, M., Lis, M. (2017). Temporary employment boom in Poland – a job quality vs. quantity trade-off? *IBS Working Paper*, 04, 1–33.
- Mackenzie Davey, K., Arnold, J. (2000). A multi-method study of accounts of personal change by graduates starting work: Self-ratings, categories and women's discourses. *Journal of Occupational and Organizational Psychology*, 73, 461–486. DOI: 10.1348/096317900167164.
- Mazurkiewicz, A. (2021). Młode osoby a sytuacja na rynku pracy w województwie podkarpackim. *Przedsiębiorczość – Edukacja*, 17(1), 49–64. DOI: 10.24917/20833296.171.4.
- Munger, M.C. (2021). *Sharing Economy. Its pitfalls and promises*. London: London Publishing Partnership.
- Munger, M.C., (2018). *Tomorrow 3.0: Transaction Costs and the Sharing Economy*. Cambridge: Cambridge University Press.
- McKinlay, A.R., May, T., Dawes, J., Fancourt, D., Burton, A. (2022). 'You're just there, alone in your room with your thoughts': a qualitative study about the psychosocial impact of the COVID-19 pandemic among young people living in the UK. *BMJ Open*, 12(2), 1–11. DOI: 10.1136/bmjopen-2021-053676.
- O'Reilly, J., Leschke, J., Ortlieb, R., Seeleib-Kaiser, M., Villa, P. (2019). Comparing youth transition in Europe: Joblessness, insecurity, institutions, and inequality. In: J. O'Reilly, J. Leschke, R. Ortlieb, M. Seeleib-Kaiser, P. Villa (eds.), *Youth Labor in Transition: Inequalities, Mobility, and Policies in Europe* (pp. 1–29). New York: Oxford University Press. DOI: 10.1093/oso/9780190864798.003.0001.
- Owczarczuk, M. (2010). Region peryferyjny w gospodarce Unii Europejskiej. In: K. Meredyk (ed.), *Kapitał instytucjonalny a rozwój obszarów peryferyjnych* (pp. 51–67). Białystok: Uniwersytet w Białymstoku.
- Panarese, P., Azzarita, V. (2021). The Impact of the COVID-19 Pandemic on Lifestyle: How Young people have Adapted Their Leisure and Routine during Lockdown in Italy. *Young*, 29(4S), 35–64. DOI: 10.1177/11033088211031389.
- Pańków, M. (2012). *Młodzi na rynku pracy. Raport z badania*. Warszawa: Wydawnictwo Instytutu Spraw Publicznych.
- Participation of young people in education and the labour market. Retrieved from: [https://ec.europa.eu/eurostat/statistics-explained/index.php?title=Participation\\_of\\_young\\_people\\_in\\_education\\_and\\_the\\_labour\\_market](https://ec.europa.eu/eurostat/statistics-explained/index.php?title=Participation_of_young_people_in_education_and_the_labour_market) (2022.10.15).
- Pietranowicz, A. (2022). *Wpływ pandemii COVID-19 na rynek pracy w województwie podkarpackim*. The Master's thesis. The Department of Economics and Management of the Institute of Economics and Finance, University of Rzeszów.
- „Pokolenie Lockdown”, czyli nowe problemy młodych osób na rynku pracy. Komentarz ekonomiczny P. Szewczyka – eksperta w zespole ds. analiz ekonomicznych, Deloitte. Warszawa, 9 czerwca 2020 r. Retrieved from: <https://www2.deloitte.com/pl/pl/pages/press-releases/articles/Pokolenie-Lockdown-czyli-nowe-problemy-mlodych-osob-na-rynku-pracy.html> (2022.06.14).
- Porter, C., Favara, M., Hittmeyer, A., Scott, D., Jiménez, A.S., Revathi Ellanki, R., Woldehanna, T., Duc, L.T., Craske, M.G., Stein, A. (2021). Impact of the COVID-19 pandemic on anxiety and depression symptoms of young people in the global south: evidence from a four-country cohort study. *BMJ Open*, 11(4), 1–14. DOI: 10.1136/bmjopen-2021-049653.

- Preventing Exclusion from the Labour Market: Tackling the Covid-19 youth unemployment crisis. Policy Brief. International Labour Organization, May 2020, 1–17. Retrieved from: [https://www.ilo.org/wcmsp5/groups/public/---ed\\_emp/documents/publication/wcms\\_746031.pdf](https://www.ilo.org/wcmsp5/groups/public/---ed_emp/documents/publication/wcms_746031.pdf) (2023.01.14).
- Przybytniowski, J.W., Grzebieniak, A., Pacholarz, W.M. (2021). *Wybrane aspekty ubezpieczeń gospodarczych w Polsce i na świecie w dobie pandemii COVID-19*. Olsztyn: Instytut Badań Gospodarczych.
- Radulescu, C.V., Ladaru, G.-R., Burlacu, S., Constantin, F., Ioanăș, C., Petre, I.L. (2021). Impact of the COVID-19 Pandemic on the Romanian Labor Market. *Sustainability*, 13(1), 271. DOI: 10.3390/su13010271.
- Raimo, N., Martínez-Córdoba, P.-J., Benito, B., Vitolla, F. (2021) The Impact of the COVID-19 Pandemic on the Labor Market: An Analysis of Supply and Demand in the Spanish Municipalities. *Sustainability*, 13(23), 12996. DOI: 10.3390/su132312996.
- Rollnik-Sadowska, E., Kobylńska, U., Samul, J. (2018). Aktywna polityka rynku pracy wobec osób NEET – przykład województwa podlaskiego. *Przedsiębiorczość i Zarządzanie*, 19(10), Part 1, 415–431.
- Rutkowski, M. (2020a). Krypta pracy/nie-pracy, widmowanie bezrobocia i inne uobecnienia społecznej zubożności. Perspektywa społeczno-edukacyjna. In: M. Mendel (ed.), *Eduwidma. Miejsca i rzeczy nawiedzone* (pp. 262–284). Gdańsk: Wydawnictwo UG.
- Rutkowski, M. (2020b). Wpływ pandemii COVID-19 na pomorski rynek pracy. *Rocznik Gdański*, LXXX, 163–178. DOI: 10.26881/rgtn.2020.07.
- Saczyńska-Sokół, S., Łojko, M. (2016). Sytuacja młodzieży NEET na rynku pracy. *Zeszyty Naukowe Uniwersytetu Przyrodniczo-Humanistycznego w Siedlcach*, 108, 97–106.
- Sawulski J. (2020). *Dualizm polskiego rynku pracy w dobie pandemii COVID19*. Debata ekspercka z 28 września 2020 r. Warsaw: Polish Economic Institute. Retrieved from: <https://pie.net.pl/wp-content/uploads/2021/12/PIE-Dualizm.pdf> (2022.07.23).
- Schwandt, H., von Wachter, T. (2017). *Unlucky Cohorts: Earnings, Income, and Mortality Effects from Entering the Labor Market in a Recession*, 1–65. Retrieved from: [http://www.econ.ucla.edu/tvwachter/papers/Schwandt\\_vonWachter\\_Cohorts\\_final.pdf](http://www.econ.ucla.edu/tvwachter/papers/Schwandt_vonWachter_Cohorts_final.pdf) (2022.07.14).
- Sefton-Green, J., Watkins, S.C., Kirshner, B. (2020). *Young People's Transitions into Creative Work: Navigating Challenges and Opportunities*. New York-Oxon: Routledge.
- Silva Junior, F.J.G.da, Sales, J.C.eS., Monteiro, C.F.dS., Costa, A.P.C., Campos, L.R.B., Miranda, P.I.G., Monteiro, T.A.dS., Lima, R.A.G., Lopes-Junior, L.C. (2020). Impact of COVID-19 pandemic on mental health of young people and adults: a systematic review protocol of observational studies. *BMJ Open*, 10(7), 1–6. DOI: 10.1136/bmjopen-2020-039426.
- Statistics on youth. Retrieved from: <https://ilostat.ilo.org/topics/youth/> (2022.10.15).
- Ślebarska, K. (2010). *Wsparcie społeczne a zaradność człowieka w sytuacji bezrobocia. Studium konfrontatywne*. Katowice: Wydawnictwo Śląsk.
- Vinod, P.P., Sharma, D. (2021). COVID-19 Impact on the Sharing Economy Post-Pandemic. *Australasian Accounting, Business and Finance Journal*, 15(1), 37–50. DOI: 10.14453/aabf.v15i1.4.
- Wejście ludzi młodych na rynek pracy w Polsce w 2009 r. (2010). Warszawa: GUS.

- Winiarczyk, A. (2011). Migracje zarobkowe jedną z przyczyn niepełności rodziny. *Pedagogika Rodziny*, 1(2), 71–80.
- What have countries done to support young people in the COVID-19 crisis? OECD Policy Responses to Coronavirus (COVID-19), 6 July 2021. Retrieved from: <https://www.oecd.org/coronavirus/policy-responses/what-have-countries-done-to-support-young-people-in-the-covid-19-crisis-ac9f056c/> (2022.08.14).
- Wiatrowski, Z. (2009). *Dorastanie, dorosłość i starość człowieka w kontekście działalności i kariery zawodowej*. Radom: Instytut Technologii Eksploatacji – PIB.
- Województwo podkarpackie. Retrieved from: <https://www.paih.gov.pl/regiony/województwa/podkarpackie> (2023.01.21).
- Wsparcie młodych osób na mazowieckim rynku pracy. (2014). Warszawa: Wojewódzki Urząd Pracy w Warszawie, Mazowieckie Obserwatorium Rynku Pracy.
- Young people’s experiences of precarious and flexible work – A report by Progressive Partnership for the Scottish Government – Main Report, 22 January 2021, Minister for Just Transition, Employment and Fair Work. Retrieved from: <https://www.gov.scot/publications/young-peoples-experiences-precarious-flexible-work-main-report/> (2023.01.20).
- Zdun, G., Kopański, Z., Brukwicka, I., Jastrjemska, S. (2016). Praca zawodowa w życiu człowieka. *Journal of Clinical Healthcare*, 4, 11–15.
- Żukowski, A., Chełmiński, M. (2014). Nowe regiony peryferyjne w rozszerzonej Unii Europejskiej. Problemy polityczne i społeczne na przykładzie województwa warmińsko-mazurskiego. *Studia Europejskie – Studies in European Affairs*, 1, 75–90.

### *Summary*

The COVID-19 pandemic has had a significant impact on the work and life of young people. Against this group, less favourable values of employment and unemployment rates are recorded than for experienced people, due to their lack of work experience, specialist knowledge and skills. These premises are the basis for employing young people with less favourable contract terms.

The purpose of the paper was to assess the impact of the COVID-19 pandemic on the situation of young people in the labour market. To achieve the goal, an analysis of the literature on the subject, studies and reports presented on the websites of institutions dealing with the labour market was carried out, as well as an analysis of basic labour market measures using statistical data. Own research was also carried out.

The analyses of the literature and statistical data showed that young people were particularly hard-hit by the consequences of the pandemic – unemployment in this group increased significantly and the percentage of NEET increased. In addition, the entry of new generations into the labour market contributed to the difficulty in keeping a job.

At the same time, the results of research conducted among young people from Podkarpackie Province prove that the respondents did not suffer significantly from the negative consequences of the pandemic. Most of them did not lose their jobs and were not forced to change their jobs. Many employers did not reduce personnel costs, which made it possible for them to maintain their current standard of living.

*Keywords:* pandemic, young people, labour market, unemployment, NEET.



## Wpływ pandemii na sytuację młodych osób na rynku pracy

### *Streszczenie*

Pandemia COVID-19 znacząco wpłynęła na życie zawodowe młodych osób. Wobec tej grupy odnotowuje się mniej korzystne wartości wskaźników zatrudnienia i stopy bezrobocia niż w odniesieniu do osób doświadczonych, co wynika z braku doświadczenia, specjalistycznej wiedzy i umiejętności. Te przesłanki stanowią podstawę do zatrudniania młodych osób na mniej korzystnych warunkach. Jako cel opracowania przyjęto ocenę oddziaływania pandemii COVID-19 na sytuację młodych osób na rynku pracy. Aby zrealizować cel przeprowadzono analizę literatury przedmiotu, opracowań i raportów prezentowanych na stronach instytucji zajmujących się rynkiem pracy, analizę podstawowych mierników rynku pracy przy wykorzystaniu danych statystycznych. Zrealizowano również badania własne.

Analiza literatury i danych statystycznych ukazała, że młode osoby szczególnie dotkliwie odczuły konsekwencje pandemii – znacznie wzrosło bezrobocie w tej grupie, zwiększył się odsetek osób, które nie pracują i nie kształcą się (NEET). Ponadto, trudność w utrzymaniu pracy przez młode osoby stanowiło wejście kolejnych roczników na rynek pracy.

Jednocześnie, wyniki przeprowadzonych badań własnych wśród młodych osób z województwa podkarpackiego dowodzą, że respondenci nie odczuli znacząco negatywnych konsekwencji pandemii. Większość z nich nie straciła pracy czy nie została zmuszona do jej zmiany. Pracodawcy wielu nie zredukowali kosztów osobowych, co umożliwiło utrzymanie dotychczasowego poziomu życia.

*Słowa kluczowe:* pandemia, młode osoby, rynek pracy, bezrobocie, NEET.

JEL: J21, J24, J64, R23.